

FOLIO

UNIVERSITY OF ALBERTA
29 OCTOBER 1993



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Board of Governors endorses motion on tenure

By Michael Robb

The Board of Governors has passed a motion calling for a change in the definition of tenure in the Faculty Agreement. Board members would like the definition to reflect more clearly the principle of protecting academic freedom.

Vice-President (Academic) John McDonald will speak to the issue at the next General Faculties Council meeting in November.

"Historically, tenure was created to protect academic freedom," Dr McDonald says. "The Board wants to reaffirm that this is the purpose of tenure. However, because the present definition in the Faculty Agreement sounds like job security, many of the public members of the Board had previously seen tenure as something that prevented the removal of incompetent faculty. I am pleased that, when they learned about the O(d) provision of the Faculty Agreement and its effectiveness, the opposition to tenure decreased and the decisions which the Board made reflect this."

(The O(d) procedure involves the Faculty Salaries and Promotions Committee determining that the academic performance of a faculty member is such that he or she should not be awarded a merit increment, and furthermore, that the "zero increment" be cited as category d (unsatisfactory and unacceptable) with that determination being made in two of the last three years.)

The existing definition in the Faculty Agreement reads, "Tenure means an appointment to the academic staff without term, which may be terminated only by resignation, retire-

ment, death, or in accordance with the terms of this Agreement."

Board Academic Affairs and Human Resources Committee Chair Al Hiebert said, "The whole issue of tenure is a very current one as institutions across North America deal with new fiscal realities. The question is, Is it still a relevant idea?"

The Board's motion reads:

1) That, since tenure exists only to protect academic freedom, steps should be taken to change the definition of tenure in the Faculty Agreement to more clearly reflect this principle;

2) that steps be taken in an attempt to remove the "sunset clause" from the provisions in the Faculty Agreement which deal with "unacceptable academic performance" thereby entrenching this concept and the relevant procedures in the Agreement;

3) that steps be taken to ensure that the evaluation of performance of faculty is carried out in a fair, effective and systematic manner so that academic excellence is rewarded and so that unacceptable academic performance is recognized and dealt with appropriately, so that tenure is not seen to be protection for unacceptable performance;

4) that consideration be given to the use of alternative kinds of employment in addition to tenure-track appointments; and,

5) that consideration be given to the insertion in the Faculty Agreement of redundancy and financial exigency provisions so that the University has some ability to remove unne-

cessary positions in the case of program reduction or extreme financial difficulties.

In examining the issue, the Board's Academic Affairs and Human Resources Committee heard many opinions; some said get rid of tenure completely, and others said don't touch it at all, Hiebert explained. "So our committee had to weigh the concept relative to the

"Historically, tenure was created to protect academic freedom. The Board wants to reaffirm that this is the purpose of tenure."

John McDonald, Vice-President (Academic)

University of Alberta and come up with a consensus of recommendations that we took to the Board.

"As a committee, we thought the better question was, How can the Board help make the tenure policies work for the future of the institution?" Hiebert said it was the committee's intention to redefine tenure as a means of protecting academic freedom and "to move it away from the [public] perception that it is a haven for the incompetent and deadwood."

Association of the Academic Staff President Rod Wilson said last week, "I'm inclined to see the motion, in general, as a small victory for the concept of tenure and as evidence that the Vice-President (Academic) has been reasonably successful in arguing the case.

"On the other hand, certain kinds of exigency and redundancy clauses could substantially negate the concept," Dr Wilson said. "If you get a stringent management rights kind of exigency and redundancy clause, then tenure may in fact not mean very much."

Hiebert said financial exigency and redundancy provisions are important. "In the case of program reductions or vertical cuts, the University must have some ability to make some changes relative to academic changes. Given the current projections for the next three years, I don't think we've seen the depth of cuts at this juncture. And I think some people look at tenure as an obstacle to making effective change."

Hiebert said it's important that the public is aware that the University has a perform-

ance evaluation process in place and that it is being effectively and systematically carried out, by rewarding excellence and dealing with unacceptable performance.

"There is a stereotype out there," Dr Wilson said. "The Board's main concern has been that tenure allows incompetent or otherwise unproductive people to continue on contract at the University. The Vice-President has collected documentation of our O(d) process that clearly demonstrates that that is not the case."

On the issue of alternative kinds of employment in addition to tenure-track appointments, Dr Wilson said there is already an incredible range of contracts under which people work on campus. "There's any number of reasons to find innovative patterns; the traditional tenure-track scholar/researcher/teacher is still the dominant mode. We need to protect that pattern, but we also need to recognize there are other valid patterns."

Any number of different proposals should be explored, Hiebert said. For example, do you limit the number of tenured positions? Or, do you look at reexaminations of tenured professors at set periods? "We need to discuss these items with the academic staff association."

The changes would be subject to negotiations with the AAS:UA. Dr Wilson expects the matter to be debated at AAS:UA council as well as elsewhere. "Generally, we would want a sense of direction from our council before we entered into the review process."

Vice-President McDonald informed Deans' Council, the President's Advisory Committee of Chairs, and General Faculties Council members that the issues raised by the Board's motion should be discussed by those bodies.

Hiebert said the provisions in the Faculty Agreement remain unless both sides agree to their removal. "So just making a decree by the Board will not bring about changes. We see this as an ongoing process of discussion to look at other alternatives. The review of the Agreement is ongoing."

In other developments, members of the Strategic Planning Task Force (SPTF) have recommended that faculty standards for tenure, salary and promotion be reviewed to ensure that they are effective in setting and maintaining appropriate expectations of performance.

Continued on page 3



Dean of Business Rodney Schneck, Premier Ralph Klein, President Paul Davenport, and scholarship donor Helen Tkachenko at the 26 October President's Dinner recognizing donors to the University of Alberta. Klein made special mention of the contribution of the faculty and staff to the University's fundraising efforts. He commended President Davenport for his leadership at the University of Alberta and complimented him on his dedication and commitment.

Brunch now being served at the Butterdome

The World Series is over but calls of Batter Up! are being heard at the Butterdome this morning. It's the Second Annual Pancake Brunch on behalf of the University's United Way Committee, and it costs but a loonie per person.

Organized primarily by students, the intent is twofold: to raise awareness for the

United Way on campus and to increase the amount of money donated annually to participating agencies from the University.

The brunch runs from 10 am to 1 pm and includes live entertainment, demonstrations and displays by University teams and clubs, raffles and door prizes, "dunking the deans for dollars," and silent and live auctions.

Senate strikes task force to investigate international dimensions of U of A

By Michael Robb

Just how connected is the University of Alberta to the global village? How well is it preparing graduates to meet the challenges of the global village?

Those questions and a number of others will be addressed by the newly established Senate Task Force on International Dimensions of the University.

Task Force Chair and Senate member Zaheer Lakhani says one of the major objectives of the task force will be to get some sense of the existing dimensions of the University of Alberta's international links and activities.

The task force will examine and make recommendations to the University and key groups in the broader public and private sector on:

- 1) the objectives and roles of the University in its international relationships;
- 2) the current dimensions of the University's international activity and the processes by which various linkages, exchanges and projects occur; and,
- 3) the strengths and weaknesses of the University as an international campus and ways to maximize the benefits of current and future international activity.

Obviously, the task force has to determine the extent of links and international activities on campus "before it can develop some sense of where we want to be going," says Dr Lakhani. One thing that is clear already, he says, is that there are a lot of individual professors and departments maintaining links with other professors and institutions abroad.

The University's international connections have also been on the minds of Strategic Planning Task Force members. In its vision statement, contained in *Degrees of Freedom: Report of the Strategic Planning Task Force*, the members state that one of the University's goals should be to become a highly respected university for the discovery and dissemination of knowledge for local, national and international communities.

In its stated strategic initiative to meet communities' needs, SPTF members state: "The University will integrate the international dimension into our teaching and research programs to ensure that our graduates are equipped to play a role on the international scene and that the University develops strong international partnerships."

In the longer run, says Dr Lakhani, the University's international links benefit the province. "And if we're going to remain meaningful in a shrinking globe, we have to think international."

And we need to ask some pretty basic questions about whether our graduates are adequately prepared to take advantage of new business opportunities in, say, an emerging Eastern Europe, and whether our science graduates are sufficiently trained to work in an international environment, he explains.

Wilf Allan, Director of Alberta International, says the task force is conducting its work at an opportune time. Changes are occurring on the international scene, and the University will soon have a new Chancellor, President and Board of Governors Chair, all of whom will be able to use the task force findings as a basis for determining the University's future international dimensions.

Allan says the report of the Senate's 1979 task force on visiting international students

was used extensively for the following five years. "I suspect the International Centre wouldn't exist today if it hadn't been for that task force report. I have the same kinds of hopes for this task force."

Dr Lakhani and task force members realize just how broad in scope the issues are, and they've agreed to focus on the three primary areas already mentioned. Three subgroups will solicit opinion from governments and nongovernment organizations, the private sector, and the campus community.

The task force expects to release a report by late March or early April. Enquiries on the process can be directed to Judy Weiss in the Senate Office, at 492-2268. The public consultation processes have yet to be fully established.

Members of the task force are: Dr Lakhani, Allan, Audra Hollingshead, Bindi Karia, Ron Odynski, Deni Loreau and Roy Louis.

Dr Lakhani, a local cardiologist who has an associate clinical professorship in the Department of Medicine, believes he'll bring a useful perspective to the task. He was born and raised in Kenya, still has family there and maintains extensive international contacts. He sits on the international health committee of the Department of Medicine. He's a past president of the Edmonton Multicultural Society and past chair of the Edmonton Police Commission.

CMASTE to assist Alberta Education in interpreting study

The University's Centre for Mathematics, Science and Technology Education (CMASTE) has been asked by Alberta Education for help in interpreting the results of an international mathematics assessment study. CMASTE will also provide research and follow-up analysis and identify future directions for the provincial math curriculum.

According to CMASTE Co-director Heidi Kass (Secondary Education), the Centre will be ultimately working towards improving the math curriculum and teaching in the province. "We will be working with Alberta Education, mathematicians, mathematics teachers and other educators in identifying ways to improve math learning in Alberta," Dr Kass said.

The assessment study, done in May 1992 with more than 750 Grade 11 Alberta math students, showed that they ranked lowest among the 8,500 other students from the US, China, Japan and Taiwan who participated in the study. Harold Stevenson, a University of Michigan psychologist who conducted the study, said the results show that culture and attitude play a significant part in students' achievement. More than half of the Alberta students, like their counterparts in the US, said that "good teaching" was the most important factor influencing performance while students in Asia felt that "studying hard" was most important.

Visiting Committee links University with community

By Judy Goldsand

Photo Services



In conversation, foreground, are Dean Doug Wilson, Minister of Health Shirley McClellan and Vivian Manasc. In the background are Margaret Mrazek and Associate Dean George Goldsand.

Energetic discussion was the order of the day when the Faculty of Medicine hosted its first Visiting Committee on 20 and 21 October. Business and community leaders from across the province were invited to spend one day learning about the function and the excellence and needs of the Faculty while sharing their views about issues of concern to the Faculty and the profession.

Alberta's Minister of Health, Shirley McClellan, said she agreed to be a Visiting Committee member even though, since the legislature was in session, she was able to attend the program for only a short time. She remarked that she believes strongly in what the University is trying to do—reach out to the community in an effort to help people understand the large and complex health care issues.

"We have a Faculty of Medicine to be very proud of and we need to tell its story," said the Minister. She added that with the current changes facing the profession, universities and governments need to be able to consult about how health care is being delivered.

Co-chairing the 1993 Visiting Committee were Ruth Collins-Nakai, Associate Dean for Faculty Affairs, and Roy Louis, a member of the University Senate and a well-known leader of the Samson Cree Nation. During the evening portion of the program, Chancellor Sandy Mactaggart spoke about the concept of Visiting Committees, and Lorne Tyrrell, Chair of Medical Microbiology and Infectious Diseases, fascinated guests with a discussion called "Viruses - Threat or Promise?" He explained the important inter-relationship between research and teaching in his recent discovery of a new drug to combat Hepatitis B.

Thursday's program included a Key Issues Panel discussing 1) Who Should be a Doctor?; 2) Native Health Care Careers; 3) Role of the Medical School in International Health; and 4) Role of the Medical School in Research. Students in the Faculty had an opportunity to discuss their concerns with Visiting Committee members as they met in small groups with Visitors over lunch. A number of students and Faculty members acted as facilitators for after-

noon workshops on these topics: The Native Health Care Careers Program; Organ Donation and Transplantation; Health Care Issues in the Elderly; The Future and Funding of Biomedical and Health Research; and Graduates of Foreign Medical Schools and Physician Numbers.

The following community leaders are members of the Visiting Committee:

- Roy Louis, president, Musqua & Associates Inc, Visiting Committee Co-Chair
- Murdoch Davis, editor, *Edmonton Journal*
- Judge Margaret Donnelly, Provincial Court of Alberta
- Larry Ewanishan, president, Highland Produce Ltd (Two Hills)
- Terry Haberman, businesswoman and community volunteer (Grande Prairie)
- Ross Harris, Harris McConnan Chartered Accountants; Board Chair, University of Alberta Hospitals

Helen Kolber, Parents' Group, Faculty of Medicine

Philip Ladouceur, president & CEO, ISM (Calgary)

Leroy Little Bear, Chair of Native American Studies, University of Lethbridge

Vivian Manasc, FSC Groves, Hodgson Manasc, Architects

The Hon Shirley McClellan, Minister of Health

Chief Douglas McNally, Edmonton Police Service

Margaret Mrazek, Reynolds, Mirth, Richards & Farmer, Lawyers

Penny Reeves, University of Alberta Board of Governors

Hank Reid, president & CEO, Churchill Corporation

John Reid, Peat Marwick Thorne; Board Chair, Royal Alexandra Hospital

Cort Smith, Edmonton Regional Airport Authority; Board Chair, Caritas Health Group

Mabs Yusuf, Alberta Enrolment Director, University Scholarships of Canada.

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Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 30 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Friday, seven days before desired publication date. Camera-ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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University
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U of A law professor's electoral victory hangs in the balance

Anne McLellan awaits recount in Edmonton Northwest

A University of Alberta law professor has earned a seat in the House of Commons by the narrowest of margins, one vote. However, a first recount held last Tuesday increased that margin to three.

Given the closeness of the contest, another recount will be held in accordance with provisions of the Elections Act.

If that recount confirms a Liberal win, Anne McLellan will represent the Liberal Party of Canada in Edmonton Northwest.

Professor McLellan got into the race because of a stated desire to give something back to the community. During her campaign, she emphasized the importance of economic growth and job creation.

A number of local and national commentators have touted the 43-year-old professor as a possible justice minister in the new Liberal Government led by Jean Chrétien. Professor McLellan said she would be very surprised if she was offered the senior post, given the seniority of some others in the party who have won seats, one who has served as the justice critic while in opposition.

Asked whether she feels some responsibility to represent the University's interests in the new government, she said, absolutely.

Professor McLellan, who was born and raised in Nova Scotia, studied at Dalhousie University, graduating with a BA (Political Science and History) in 1971 and a LLB in 1974. The following year she earned her LLM from the University of London (King's College).

After a stint in private law practice, she became an assistant law professor at the University of New Brunswick. Then she moved west, taking up an appointment as associate professor of law at this University in 1980, and attaining the rank of full professor in 1989. She was associate dean from 1985 to 1987, and more recently acting dean of the Faculty of Law.

Professor McLellan has been an active member of the University community. She served on the President's Commission on Equality and Respect and the Association of Academic Staff women's issues committee, and chaired the President's Advisory Committee on Sexual Harassment.

Her research has focused on the impact of the Charter of Rights and Freedoms on women.

In the wider community, Professor McLellan sat on the Board of Directors of the



Pending the results of a recount, Law Professor Anne McLellan is off to Ottawa.

influential Legal Education and Action Fund (LEAF), Alberta, from 1985 to 1987. She has been involved with Alberta Legal Aid since the mid-1980s. And her roots in the Liberal Party stretch back at least as far as 1979, when she was the Party's area coordinator in Fredericton.

In Edmonton-Strathcona, the Reform Party's Hugh Hanrahan narrowly defeated Liberal Chris Peirce. The University is in Edmonton-Strathcona.

Calgarian heads Students Finance Board

Fred WR Clarke, a sales and marketing consultant from Calgary, has been designated by Jack Ady, Minister of Advanced Education and Career Development, as Chairman of the Students Finance Board.

Clarke had been the acting board chairman since last April. He succeeds Harley Torgerson.

As president of Clarkco Marketing Services, he has broad experience with a variety of Alberta businesses and corporations. He is also an active member in a number of professional and community organizations and has served on the Students Finance Board since June 1991.

The Students Finance Board administers students finance programs to ensure that financial needs are not a barrier to postsecondary education for Albertans. In the current fiscal year, approximately \$336 million in loans and grants will be provided to 64,000 students.

Tenure *Continued from page 1*

The Task Force Report, *Degrees of Freedom*, also recommends that the University monitor and report on the annual assessments of the performance of academic staff. This annual report will include a discussion of the frequency, distribution, and follow-up on unsatisfactory performance ratings of academic staff.

Harry Schaefer, chairman of TransAlta Utilities and a member of the SPTF, emphasizes that tenure pertains to people with academic license and is not designed to protect

faculty members whose performance is subpar. It's important to separate the two; the public doesn't do that enough, Schaefer says.

He draws attention to the following statement in the revised *Degrees of Freedom* document: "Tenure exists only to protect academic freedom. It is a unique privilege that carries with it the responsibility to achieve a high level of performance in teaching and research."

Tenure will be discussed again at the 29 November meeting of General Faculties Council.

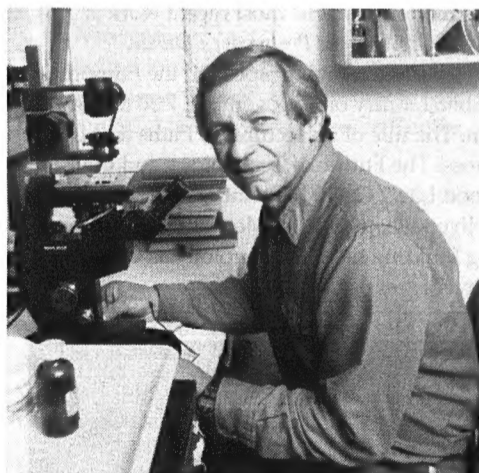
Schindler wins Manning Award of Distinction

David Schindler is one of 10 recipients of the 1993 Manning Awards. Dr Schindler, Killam Memorial Professor of Ecology in the Departments of Zoology and Botany, claimed the Award of Distinction, which carries a cash prize of \$25,000.

In its biographical sketch of Dr Schindler, the selection committee recounts that: "Nature-loving Rhodes Scholar David Schindler returned from Oxford University to his native Minnesota to find it had become too heavily populated for his liking. He immigrated to Canada and for 17 years directed the internationally famous Experimental Lakes Association program near Kenora, Ontario."

"Working in a 'wilderness laboratory' setting, Dr Schindler and his group did definitive, large-scale 'whole lake' experiments that have had enormous global significance. Dr Schindler's work is considered to be largely responsible for the banning of phosphates in detergents. His efforts also have been influential in shaping legislation controlling sulphur dioxide emissions into the atmosphere in many countries."

President Paul Davenport said, "The Manning Award of Distinction recognizes once again, as did the Stockholm Water Prize, David Schindler's stature as one of Canada's outstanding environmental scientists. His research on fresh water lakes and rivers has contributed significantly to the formulation of environmental policy in North America."



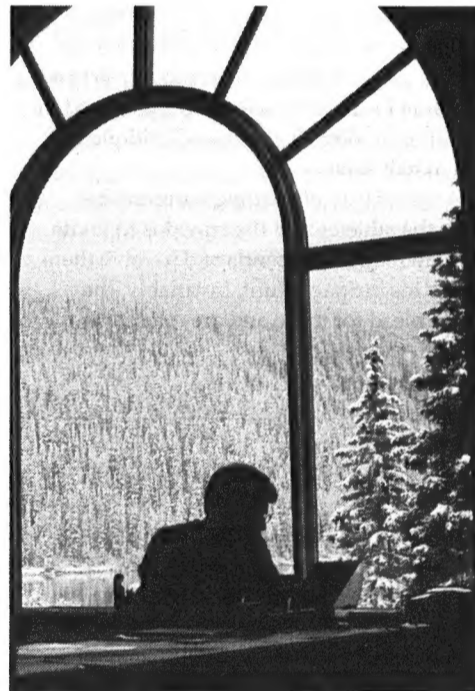
David Schindler is an expert on the ecology of mountain lakes.

Moreover, David lives and breathes the synergy between teaching and research which we value so highly at the U of A; he is an outstanding classroom teacher and attracts superb graduate students from all parts of Canada and abroad. He is also a wonderful communicator with the general public, for example, at Super Saturday and during the visit of the President's Council to the Faculty of Science."

The Manning Awards, named in honour of former Alberta Premier Ernest Manning and initiated in 1982, recognize and encourage excellence in Canadian innovation.

Jane Austen conference exceeds all expectations

photos by Rowland McMaster

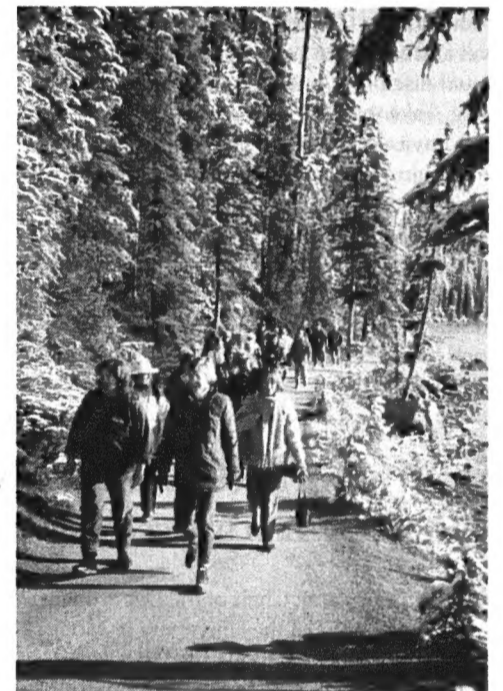


Kevin Charter, one of the conference's organizers, doubled as logger of information.

It won't happen for a while because decorum calls for other sites to be employed and other hosts to draw on their talents for organization and promotion. But judging from the number of people who attended and their response to the program, the Jane Austen Society of North America will again settle on Lake Louise and the University of Alberta as the locale and host, respectively, of another JASNA conference.

Nearly 600 delegates, by far the largest gathering in the 15-year history of the conference, were at the Chateau Lake Louise from 7 to 10 October. Academics and nonacademics—Janeites all—mixed as at few other conferences.

Conference co-convenor Bruce Stovel (English) reported that the weather was great ("We arrived in cold and fog and then it cleared off") and that "the setting was an immense upper for everyone." He credits plenary session speakers Elaine Showalter of Princeton University, British novelist Margaret Drabble, and the University of Alberta's Isobel Grundy for giving insightful and accessible presentations.



Juliet McMaster leads a walk to the Plain of the Six Glaciers Teahouse.

Juliet McMaster, the other co-convenor of the conference, said, "Having gotten those speakers, we expected it to be super and it was. We're getting buried under fan mail... people are saying 'Best ever conference,' and so on."

The 27 break-out sessions, which were talks rather than papers read and which blocked off time for discussion, also drew "very favourable reaction," Professor Stovel said.

In addition, he feels the conference benefited from the choice of *Persuasion* as its fulcrum. "I sense that it's every Jane Austen lover's secret favourite. Its autumnal, romantic qualities make it a potent novel, which helped us, I think."

In addition to the work of Professors Stovel and McMaster, the conference owed its success to a number of graduate students and members of the local chapter of the Jane Austen Society and to grants from the Social Sciences and Humanities Research Council of Canada, the Conference Fund of the University of Alberta and The Friends of the University of Alberta.

Cheer Team known for peak performances

By Ron Thomas



Teamwork is the essential ingredient; the Cheer Team's credo is Team Before Self.

Although the challenge for cheerleaders is the same—get the crowd into the spirit of things—the means of realizing the challenge have changed considerably.

Pyramid power and tumbling have replaced pompon shaking; choreography and split-second timing have supplanted the twist 'n' shout style. Cheerleading at the university level and at professional games has become a virtual discipline, one whose popularity is rising. Take the U of A Cheer Team (and some envious universities and schools would like nothing better): Last year there were eight members, this year there are 19, including two alternates.

You don't have to be able to do the splits; the most important thing is to have a positive attitude and be in good physical shape, says coach Karen Healy, a former cheerleader and

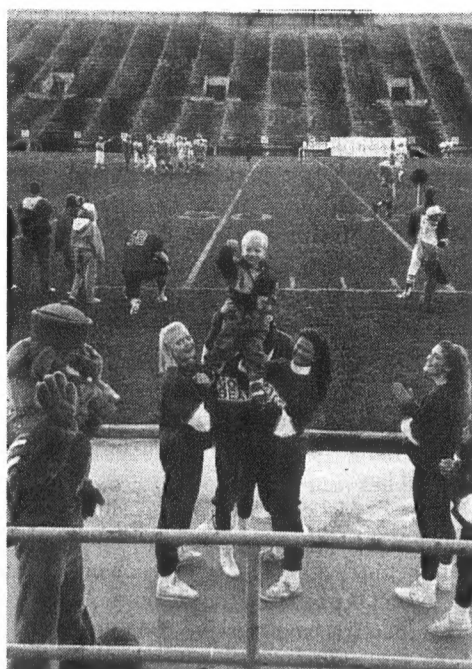
coach of the Edmonton Eskimos cheer squad who is a leading member of the local cheerleading community. She says that the main difference between the two teams is that the Eskimo cheerleaders are more dance-oriented and the U of A team is more stunt-oriented. They compete for the same cheerleaders.

The University team practices weekly with a typical session consisting of an 800-metre run to loosen up, some stair repeats, 10 minutes' work on jumping skills followed by more detailed and rigorous work aimed at refining technique and determining positioning for a particular routine. "Everybody stunts, but everybody also bases," a team member points out. "Karen works it so the people in front change positions with others. It makes everyone feel versatile."

Healey says she always maps out a plan for the next game but remains open to suggestion. "The cheerleaders' input gives them a sense of ownership of the routines. We have quite a creative bunch. We do mostly original stuff but we do borrow and modify others' routines."

The team's basic program features 10 short routines and a handful of more complex routines, the longest of which lasts about five minutes. (A high school cheer team's longest routine usually lasts about 3 1/2 minutes.) "My favourite routine is always the one we just did," says Healey, whose practice is to sit at the timer's table at basketball games and in the stands at football games and critique the team at half-time.

Another way of creating harmony between the athletes and the crowd is to invite kids down from the stands and involve them in the Kids in Space stunt. Invariably, the chosen plead for more and are reluctant to return to their seats.



'Luke Skywalker II.' Kids in Space is one of the team's most popular stunts.

Several members of the team were cheerleaders in high school, and the consensus is that a university crowd expects more than a high school crowd. In other words, "you have to put on a show. The goal is to get people to join in the cheering. If we do that, we've won. If not, we've lost."

About half of the Cheer Team is performing at the United Way pancake brunch at the Butterdome this morning. Next on the schedule for the full squad is the Golden Bears vs UBC game at Clarke Stadium at 1:30pm Sunday afternoon and the Golden Bear Invitational Basketball Tournament in the Main Gym the following weekend. The team will also be conducting a clinic for St. Hilda's Junior High School.

Prominent technology studies professor to visit campus

Albert Borgmann will conduct seminars and lectures

Albert Borgmann, Chair of the Department of Philosophy at the University of Montana and author of *Technology and the Character of Contemporary Life*, will visit campus early next month.

Dr Borgmann, regarded as one of the world's foremost thinkers in the emerging interdisciplinary field of technology studies, will deliver a series of lectures and seminars,

under the title "Crossing the Postmodern Divide".

Technology and the Character of Contemporary Life, published in 1984, is regarded by many people as the premier theoretical work in the philosophy of technology. He is now extending his theory of technology to encompass and explain the character of

postmodernism. His most recent work is called *Crossing the Postmodern Divide*.

Dr Borgmann will speak at the Edmonton Public Library on 9 November, 7:30 to 9:30 pm. The title of his lecture is "Paths that Don't Cross: The Future of Technology and the Good Life". On 10 November at 4 pm, he will deliver a lecture in 2-3 Mechanical Engineering Building titled "Technology as Cultural Force".

Colorado businessman set to speak about entrepreneurial success

Exabyte Corporation earned revenues of \$287 million in 1992. It was recently ranked the eighth fastest growing company in the United States by *Fortune* magazine. It was also lead by Peter Behrendt, who has been president and chief executive officer of Exabyte's Board of Directors since July 1990. He was appointed Chair of the Board last year.

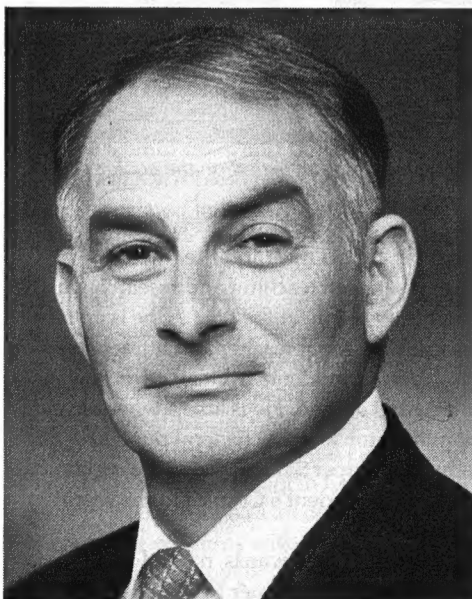
Behrendt will deliver this year's Poole Engineering Management Eminent Speakers Series lecture, at the Convention Centre, 4 November. He will speak on "Entrepreneurial success: A tale of two cultures".

Behrendt seems particularly well positioned to deliver the lecture. The holder of engineering and philosophy degrees from UCLA, he spent 26 years with IBM Corporation before joining Exabyte, a company that

manufactures and markets high-capacity 8 mm, 4 mm and quarter-inch cartridge tape subsystems, 8 mm cartridge handling subsystems and media which are used for computer data storage.

While at IBM, he held positions which included responsibility for business and product planning of tape and disc drives and general management of the company's worldwide electronic typewriter business.

The lecture is sponsored by Poole Engineering Management in association with the Edmonton Chamber of Commerce, Canadian Society for Engineering Management and Rotary Club of Edmonton. The luncheon is not a hosted event and tickets can be purchased from the Chamber of Commerce.



Peter Behrendt leads Exabyte Corporation, a firm on a fast track.

EVENTS

EXHIBITIONS

BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

Until 15 January

"The Songs I Had: Poetry and Prose of the Great War"—commemorating the 75th anniversary of the end of World War I. B7 Rutherford South.

EXTENSION CENTRE GALLERY

Until 30 November

"Senior Students Summer Work"—an exhibition of works by advanced painting and ceramics students in the Faculty of Extension's Fine Arts Program. Gallery hours: Monday to Thursday, 8:30 am to 8 pm; Friday, 8:30 am to 4:30 pm; Saturday, 9 am to noon. Information: 492-3034. 2-54 Extension Centre.

MUSIC

DEPARTMENT OF MUSIC

29 October, 8 pm

Kilburn Memorial Concert featuring Ofra Harnoy, cello. Admission: \$1. Convocation Hall.

30 October, 2 pm

Kilburn Materclass with Ofra Harnoy. Convocation Hall.

2 November, 8 pm

Faculty Recital: William Street, saxophone, with Roger Admiral, piano, and Geoffrey Whittall, percussion. Admission: \$7/adults, \$5/students and seniors. Convocation Hall.

6 November, 8 pm

Academy Strings Concert, Norman Nelson, director. Admission: \$9/adults, \$6/students and seniors, \$25/family. West end Christian Reformed Church, 10015 149 Street.

SPORTS

BASKETBALL

29 to 31 October

Pandas Hoopfest. Main Gym.

4 to 6 November

Golden Bear Invitational. Main Gym.

FOOTBALL

31 October, 1:30 pm

Bears vs University of British Columbia. Clarke Stadium.

HOCKEY

5 and 6 November, 7:30 pm

Bears vs University of Brandon.

SOCCER

29 October, 1 pm

Pandas vs University of Calgary. Faculté Saint-Jean.

31 October, 1 pm

Pandas vs University of Lethbridge. Faculté Saint-Jean.

NEW NUMBERS FOR PARKING SERVICES

Parking Services has changed its office telephone numbers.

For general information on parking permits, space availability, or other parking-related matters, the number to call is 492-PARK(7275). For registering of substitute vehicles (year-round), or to enquire about boosting service (available from December-February only, during periods of severe weather (-23C)), telephone 492-5533.

TALKS

ACCOUNTING AND MANAGEMENT INFORMATION SYSTEMS

29 October, 2 pm

Lee Parker, University of Alabama, "Professional Accounting Body Ethics: In Search of the Private Interest." B-05 Business Building.

ANTHROPOLOGY

1 November, 3 pm

Albert Borgmann, Philosophy Department, University of Montana, Missoula, "The Moral Significance of Material Culture." Reception to follow. 14-28 Tory Building.

9 November, 7:30 pm

Professor Borgmann, "Paths that Don't Cross: The Future of Technology and the Good Life." Edmonton Public Library.

10 November, 4 pm

Professor Borgmann, "Technology as a Cultural Force." 2-3 Mechanical Engineering Building.

CAMPUS MINISTRY

1 November, 7:30 pm

Louise Zdunich, "Understanding Catholicism Today—Prayer in the Christian Life." Newman Centre, St Joseph's College.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

2 November, 7:30 pm

Lawrence A Mysak, president, Academy of Science of the Royal Society of Canada, "The Royal Society of Canada and the Proposed Exchange with the Ukrainian Academy of Sciences." Heritage Lounge, Athabasca Hall.

CENTRE FOR THE CROSS-CULTURAL STUDY OF HEALTH AND HEALING

10 November, noon

Andrew Cave and Usha Maharaj, "Family Physicians and Immigrant Patients: A Cross-Cultural Study." 14-28 Tory Building.

CENTRE FOR INTERNATIONAL BUSINESS STUDIES

4 November, 3 pm

Violeta Galabova, University of National and World Economy, Bulgaria, "Doing Business in Bulgaria." RSVP: 492-2235.

CHEMISTRY

8 November, 11 am

Donna M Huryn, research investigator / project leader, Department of Chemistry, Hoffmann La Roche, Inc, Nutley, New Jersey, "Inhibitors of HIV Reverse Transcriptase, Protease, and TAT." V1-07 Physics Wing.

EAST ASIAN STUDIES, COMPARATIVE LITERATURE AND FILM STUDIES AND THE CONSULATE-GENERAL OF JAPAN

2 November, 3:30 pm

Sukehiro Hirakawa, Tokyo, "The Modernization of the Ghost Story in Japan Under Western Influence: Natsume Soseki's *Ten Nights of Dream*." Senate Chamber, Arts Building.

ECONOMICS AND SOCIOLOGY

9 November, 3:30 pm

Kenneth Wilpin, University of New York, "The Solution and Estimation of Discrete Choice Dynamic Programming Models by Simulation." 8-22 Tory Building.

EDUCATIONAL FOUNDATIONS

3 November, 3 pm

Kedar Bhakta Mathema, vice-chancellor, Tribhuvan University, Khatmandu, Nepal, "Higher Education in Nepal." 2-125 Education North.

3 November, 3:30 pm

Albert Borgmann, "Teaching and Leading the Good Life." 2-135 Education North.

ENGLISH

9 November, 12:30 pm

Research Seminars in Early Women. Phil Lawson, "Women and Tea in England." 320 Arts Building.

ENTOMOLOGY

4 November, 4 pm

Susan Bjornson, "Quality Control Aspects of Biological Control: Microorganisms and Potential Pathogens Associated with *Phytoseiulus persimilis* Athias-Henriot, Acarine Predator of the Two-Spotted Spider Mite, *Tetranychus urticae* Koch." TBW-1 Tory Breezeway.

FOREST SCIENCE

2 November, 2 pm

Jorge Alcazar, "Evaluation of Mechanical Site Preparation on Physical Soil Properties of Three Boreal Mixedwood Sites." 849 General Services Building.

10 November, 3 pm

Patricia Mohr, vice-president, Economics, Bank of Nova Scotia, Toronto, "The Canadian Forest Products Industry—Competitive Challenges in the 1990's." 3-27 Earth Sciences Building.

GENETICS

29 October, 3:30 pm

Michael Ellison, "Ubiquitin: A Flexible Intracellular Signalling Device." G-116 Biological Sciences Centre.

5 November, 3:30 pm

Michael Walter, "Whole Genome Irradiation and Fusion Gene Transfer: How to Map a Genome." G-116 Biological Sciences Centre.

GEOGRAPHY

29 October, 3 pm

Victor Chung, "Ship Icing and Stability." 3-36 Tory Building.

5 November, 3 pm

Kiyoko Miyamishi, Department of Geography, University of Guelph, "Restoration of Oak-Savanna in Southern Ontario." 3-36 Tory Building.

GERMANIC LANGUAGES

4 November, 3 pm

Britta Hufeisen, "Warum das Deutsche keine Mannersprache ist..." 326 Arts Building.

HUMAN ECOLOGY

3 November, 12:10 pm

Roula Kteily-Hawa, "Adolescents' Knowledge, Motivation and Intentions to Perform HIV/AIDS Preventive Behaviours." 3-57 Assiniboia Hall.

LAW

4 November, 8 pm

Weir Lecture. Douglas Hay, professor of law and history, Osgoode Hall Law School, "The Distinctive History of Canadian Criminal Law." 237 Law Centre.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

4 November, 12:30 pm

Linda Halsey, "Past and Present Permafrost Distribution in Western Canada in Relation to Climate." G-116 Biological Sciences Centre.

NURSING

29 October, 4 pm

Sally Gadow, Department of Philosophy and School of Nursing, University of Colorado, "Clinical Ecology: Coming Home From Holism." 2F1.04 Mackenzie Health Sciences Centre.

8 November, noon

Winnie Tomm, "Women's Ways of Relating in Organizations in a Political Context." 2-115 Clinical Sciences Building.

NUTRITION AND METABOLISM RESEARCH

8 November, 12:30 pm

David Wasserman, associate professor, Molecular Physics and Biophysics, Vanderbilt University School of Medicine, Nashville, "Regulation of Glucose Metabolism During Exercise." Sponsor: Alberta Heritage Foundation for Medical Research. 2J4.02 Mackenzie Health Sciences Centre.

PERINATAL RESEARCH CENTRE

2 November, noon

Carl Betke, "Research Funding—Sources and Proposals." 2J4.02 Mackenzie Health Sciences Centre.

9 November, noon

James Fewell, professor, Departments of Obstetrics and Gynecology, Medical Physiology and Pediatrics, University of Calgary, "Arousal Response to Cardiorespiratory Stimuli During Post-Natal Maturation." 2J4.02 Mackenzie Health Sciences Centre.

PETER JACYK CENTRE FOR UKRAINIAN HISTORICAL RESEARCH

10 November, 3:30 pm

Zenon Kohut, "Ukraine and Russia in Eighteenth Century Ukrainian Political Thought." 352 Athabasca Hall.

PHARMACY AND PHARMACEUTICAL SCIENCES

4 November, 4 pm

Joseph R Robinson, professor of pharmaceuticals, School of Pharmacy, University of Wisconsin, Madison, "Assessment of Efferescent and Proteinoid Drug Delivery Systems in the Cannulated Dog." 2031 Dentistry-Pharmacy Centre.

5 November, 9 am

Joseph R Robinson, "The Use of Bioadhesive Polymers in Topical Contraception and in Prophylaxis of Sexually Transmitted Diseases." Sponsor: Alberta Heritage Foundation for Medical Research. Bernard Snell Hall, Mackenzie Health Sciences Centre.

PLANT SCIENCE

2 November, 12:30 pm

Reg Newman, "Biodiversity and Rangelands." 1-30 Agriculture-Forestry Centre.

4 November, 12:30 pm

Glen Hawkins, "mRNA Stability in Plants." 1-30 Agriculture-Forestry Centre.

POPULATION RESEARCH LABORATORY AND SOCIOLOGY

2 November, 2 pm

Parameswara Krishnan, "On Demographic Catastrophes." 5-15 Tory Building.

SHASTRI INDO-CANADIAN INSTITUTE

29 October, 3 pm

N Gopalkrishnan, Regional Research Laboratory of the Indian Council of Scientific and Industrial Research, Trivandrum, "An Introduction to Scientific Literature in Ancient India." 5-15 Tory Building.

5 November, 3 pm

Dr Gopalkrishnan, "Science in Ancient India." 5-15 Tory Building.

SLAVIC AND EAST EUROPEAN STUDIES

3 November, 3 pm

George B Hawrysch, "Shevchenko as Shaman." 436 Arts Building.

SOIL SCIENCE

4 November, 12:30 pm

Dennis Flanagan and James Ascough, USDA-ARS, National Soil Erosion Research Lab, Purdue, Indiana, "The Water Erosion Prediction Project (WEPP)." 2-36 Earth Sciences Building.

UNIVERSITY TEACHING SERVICES

1 November, 2 pm

Sandy Campbell, "Searching for Patent Information." 1-20F Cameron Library.

2 November, 2 pm

Hugh Phillips, "Leadership Skills." TBW-2 Tory Breezeway.

3 November, 3 pm

Walter Archer and Dianne Conrad, "Recycling Learners' Experience: The Classroom's Richest Resource." 281 CAB.

4 November, 3:30 pm

Dave Clyburn, "How Can You Most Effectively Comment on Your Students' Essays?" 281 CAB.

10 November, 3 pm

Jim Muldowney, Rosemary Nielsen, Fred Vermeulen, "Revitalization—Do We Need That?" TBW-2 Tory Breezeway.


ZOOLOGY

29 October, 3:30 pm

Irving Zucker, University of California, Berkeley, "Neuroendocrine Substrates for Mammalian Seasonal Rhythms." M-149 Biological Sciences Centre.

5 November, 3:30 pm

Cam Goater, "The Ecology and Genetics of Lungworm Infection in European Toads." M-149 Biological Sciences Centre.

 This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

POSITIONS



The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC STAFF

CARDIOVASCULAR RESEARCH ASSOCIATE

The position: Team leader of experimental heart failure research program, management of multidisciplinary research program including technical staff supervision and liaison.

The individual: Mature and enthusiastic individual with good communication, leadership and interpersonal skills, and ability to work independently with minimal supervision. The candidate should possess an MSc or PhD in a scientific discipline with surgical experience, preferably with large animals. Prior experience in a research environment, and a knowledge of computers and bio statistics are required.

Responsibilities: • management and coordination of research personnel in the execution of surgical and physiological studies;

• liaison with other research personnel and collaborative investigators, as well as equipment and supply company representatives;

• performance of all surgical procedures;

• liaison with animal vivarium staff and monitoring of animals during experimental heart failure in order to ensure appropriate animal care guidelines;

• organization of weekly research team meetings;

• monitoring budgetary expenses;

• data analysis;

• collaboration with research presentations and scientific publications.

Salary: Minimum \$38,000 per annum.

Deadline for applications: 5 November 1993.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Interested applicants should provide letter with *curriculum vitae* and names of three references to: PW Armstrong, MD, Professor and Chair, Department of Medicine, University of Alberta, 2F1.30 Walter C Mackenzie Centre, 8440 112 Street, Edmonton, Alberta T6G 2R7.

DEVELOPMENT AND EXTERNAL RELATIONS OFFICER, FACULTY OF ARTS

The Faculty of Arts seeks a Development and External Relations Officer to direct its fundraising and external relations activities. Reporting to the Dean, the successful candidate will work with the Faculty's 21 academic units and the University Development Office to set fundraising objectives, identify potential major donors, and direct solicitation processes. These activities include providing direction to staff, developing strategies and managing the execution of the Faculty's fundraising programs.

We offer a professional team-oriented environment and are looking for an individual with a high level of enthusiasm and energy who has proven leadership, motivational, organizational, and communication skills, and who is highly regarded for their ability to work positively and effectively with individuals and groups at all levels. The person we seek is expected to be computer literate and have a university degree or an equivalent in education and relevant experience.

While this will ultimately be a full-time continuing Administrative Professional Officer position, it is offered initially as a one- or two-year term contract. This advertisement is restricted at this time to *Folio* because the ideal candidate will be familiar with the University of Alberta and its wider community, and we are interested in exploring the possibility of seconding a qualified member of the University's staff to join us in this very important area.

Individuals interested in being considered for this position may apply in confidence, by 30 October 1993, to: Dr MM Van de Pitte, Acting Dean, Faculty of Arts, 6-33 Humanities Centre. Letters of application should include a statement which explains the applicant's interest in this position, and be accompanied by a résumé and the names of three references.

SUPPORT STAFF

To obtain information on support staff positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. You can also call the Job Information Line at 492-7205 (24 hours) or consult the weekly *Employment Opportunities Bulletin*.

LAWNOW MARKETING COORDINATOR

The Legal Resource Centre, Faculty of Extension, invites applications for a full-time temporary position of *LawNow* Marketing Coordinator. *LawNow* is a magazine published ten times per year to provide the public with up-to-date legal information. The successful candidate will meet the challenge of building the magazine's paid circulation to the maximum market potential and in securing additional revenues including advertising sales.

Applicants must have postsecondary education (BCom and/or MBA an asset) with successful magazine marketing experience and possess good writing skills for promotional materials. Preference will be given to those who have a proven record of producing results.

Salary commensurate with qualifications and experience (within the range of \$2,437 to \$3,071 per month).

Apply with a *curriculum vitae* by 8 November 1993 to: Director, Legal Resource Centre, Faculty of Extension, University of Alberta, 10049 81 Avenue, Edmonton, Alberta T6E 1W7.

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

MICHENER PARK - Two bedroom rowhouses and apartments for rent in University residence located in southwest Edmonton. Excellent bus service to University, utilities included. University enquiries welcome, 492-7044.

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SALE - University, new side by side duplex, single attached garages. Over 1,800 square feet finished area, fireplace, three piece ensuite, large deck. Possession 1 December 1993. Luke, NRS Realty, 448-6000.

SALE - Southgate, spacious, executive bungalow, hardwood floors, garage, landscaped, fenced yard. Quiet crescent, developed basement. \$149,900 obo. 469-4525.

RENT - Two bedroom furnished apartment. Five months, 15 October - 31 March. Pool, river view. \$1,100. Western Relocation Services, 434-4629.

RENT - Central, furnished two bedroom apartment. Near bus and shopping. Available 1 November - 15 April. \$800 month includes parking. Western Relocation Services, 434-4629.

RENT - Lendrum, two bedroom furnished home. 15 October - 15 April or 30 April. \$500 month plus utilities. Western Relocation Services, 434-4629.

RENT OR SALE - Saskatchewan Drive, exquisite two storey with panoramic city and river view. Unique home with grandeur and charm, garden is magnificent. Janet Jenner, Spencer's, 435-0808, 435-5389.

RENT - Executive home in Old Strathcona, steps to ravine, minutes to University. Three bedroom two storey, substantially upgraded, eight person outdoor hot tub. 1 December. \$1,500 month. James, 430-3320, 439-4113.

RENT - Classy Garneau home. Furnished, three bedrooms plus nanny suite in basement. Quiet, treed street. Completely renovated, wonderful study, garage. 1 December - 30 June. \$1,490 month. Western Relocation Services, 434-4629.

SALE - River view, Victoria Park. Two bedroom penthouse. 9835 113 Street. Five ap-

pliances, completely upgraded, southwest exposure. \$139,000. Ask for condo specialist, Connie Kennedy, Re/Max, 488-4000.

RENT - Close to University. The Marquis, new highrise condo, 11th floor, one bedroom, 1 1/2 baths, beautiful view, tennis, pool, saunas, exercise room. Rent \$570, includes utilities, parking. Phone 437-7004.

SALE - 11154 83 Avenue. Spacious, two storey walk-up condominium for sale by owner. Two bedrooms, 1 1/2 baths, five appliances, underground parking, balcony and woodburning fireplace. Priced to sell at \$132,500. 467-0991.

SALE - Varscona Towers - 110 Street 83 Avenue. Large, bright two bedroom condo for sale by owner. \$113,900. Phone 487-6989.

RENT - Lease luxurious two bedroom condominium. 9929 Saskatchewan Drive. 1,943 square feet. Furnished or unfurnished. Available 1 November. Florence, residence 436-6833, or 433-4060.

RENT/SALE - Malmo, close to University and Southgate. Three bedroom bungalow, good starter home or rental Riverbend, four bedrooms, near ravine and school. Vacant. Ann Dawrant, Spencer Realty, 435-0808.

RENT - Two bedroom house, five blocks from University in Old Strathcona. \$700 month. Available 15 November. Two weeks free rent. 439-0461.

RENT - Old Strathcona, three bedrooms, furnished, main floor suite. Hardwood floors. \$750, utilities included. Available immediately. 434-6287.

SALE - Reduced price, Varscona Towers. One bedroom, highrise condo, close to University and Hospital. By owner. 433-7823.

RENT - University area, luxury three bedroom condo with loft, fireplace, jacuzzi. Five appliances, heated underground parking, fitness room. \$1,450 month. Call 430-6729.

RENT - 87 Street 77 Avenue. Three bedroom home, main floor hardwood, three appliances. \$650 month plus utilities. Two bedrooms basement, four appliances. \$450 month plus utilities. 990-8600.

RENT - Two bedroom basement suite. 99 Street 84 Avenue. Completely renovated. Garage. \$475 plus 1/2 utilities, \$475 damage deposit. Graduate students preferred. Available 1 November. Dwight, 481-7654.

RENT - Oliver, luxurious condominium with spectacular river valley view. One bedroom, dining/den, sunroom, underground parking. No pets, nonsmokers only. Available 15 November. \$1,075 plus utilities. 454-2125.

AWARD OPPORTUNITIES



EDNA MINTON ENDOWMENT FUND FOR CANCER NURSING RESEARCH

Through a generous donation from the late Maurice C Minton, the establishment of the Edna Minton Endowment Fund for Cancer Nursing Research was made possible. The intent of the endowment is to enhance the quality and quantity of cancer nursing research for the purpose of improving nursing practice and patient care. Funding categories include Research Projects (maximum grant \$3,000), Feasibility Projects (maximum grant

\$1,000) and Student Bursaries (maximum grant \$500). The endowment fund is available to registered nurses who hold an appointment in, or have an affiliation with, a health care agency, educational institution, or other nursing organization in Alberta. Student Bursaries are intended to assist registered nurses, enrolled in master's or doctoral programs, to meet research related expenses, incurred while conducting supervised research investigations (projects, thesis, or dissertation) which focus on cancer nursing.

Guidelines and application forms are available from both the Nursing Research Office, Faculty of Nursing, 3-109 Clinical Sciences Building, University of Alberta, Edmonton, Alberta T6G 2G3, telephone 492-6832, and the Department of Nursing, Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, T6G 1Z2, telephone 492-8549. Application forms should be submitted by 1 December 1993, 4:30 pm, to the Department of Nursing, Cross Cancer Institute, at the above address.

RENT/SALE - Four bedrooms, walk to University, fenced yard, four appliances. Newly renovated. \$825. 439-0714.

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RENT - Furnished house. Ottewell, close to University. Three bedrooms, garage, basement. University staff, graduate student preferred. Nonsmoking. \$800 plus utilities. 1 February - 1 September 1994. Judy Lynn, 427-3722 days, 465-1076 evenings.

RENT - Shared accommodation. Basement of house in Old Glenora. Separate bathroom, bedroom, sitting area with fireplace, shared kitchen, laundry. Quiet. Convenient bus/LRT. Nonsmoking female preferred. \$350. 451-1841.

SALE - Mill Creek two storey, three bedrooms, upgraded. Close to University. \$179,900. 439-3784. 9843 92 Avenue.

RENT - Furnished, two offices, three bedroom home, two minutes from University. Garneau, all appliances, garage, finished basement, renovated throughout, very stylish. 1 December - 30 June. \$1,200. Western Relocation Services, 434-4629.

SALE - Horizon Village condo. View lot. Luxury unit. Double garage, appliances, blinds. Southside. 434-4822.

GOODS FOR SALE

ANNUAL BELGRAVIA PLAYSCHOOL CHRISTMAS SALE - Monday, 8 November, 6:30 - 9:00 pm, Belgravia Community Hall. Tupperware, Storyteller books, Discovery toys, kids clothing, jewelry, crafts, Christmas baking. Used children's clothing, winter clothes and boots.

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Nominees may be of local, national or international reputation and need not be of Canadian Citizenship.

Nomination forms, available from the Senate Office, must be received duly completed by **Wednesday, 1 December 1993.**

Enquiries should be addressed to:

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150 Athabasca Hall
Edmonton, Alberta T6G 2E8
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